Vanguard Theater Company’s DEAI Policy

The heart of Vanguard Theater Company’s mission is to make theater inclusive, diverse, and welcoming through our mission of DREAM - diversity, reciprocity, education, awareness and mentorship. We intentionally reflect our diverse community in our Board of Directors, management, artistic staff, on stage and behind the scenes, and consultants. VTC is committed to the essential work of hiring artists and other employees, and reaching out to audience members, and students with diverse backgrounds and lived experiences.

Equity, Diversity, and Inclusion

Vanguard Theater Company was founded in order to provide opportunities to all artists, regardless of racial or socio-economic background. We invite the diverse communities we serve to participate in the creation, support, and enjoyment of the art we create and perform. We believe there is inherent value in audience members engaging with performances that reflect their own cultural experiences, as well as performances that ask them to empathize and connect with experiences that are different from their own.

To encourage that participation, we are dedicated to creating a diverse, equitable, and inclusive workplace environment where employees and artists alike feel welcome and respected, and actively participate in welcoming and respecting those around them. An inclusive workplace promotes new perspectives and pushes us to become an even more creative, innovative, and engaged organization. We seek out, welcome, educate, and learn from an increasingly diverse group of theater practitioners and enthusiasts that is reflective of the demographics of our participants and audiences.

We commit to constantly questioning our assumptions; developing our knowledge; creating realistic goals; evaluating our progress; and implementing concrete policies to ensure that each of our principles of DREAM are reflected in everything we do.

Accessibility

As part of our commitment to ensuring fully inclusive experiences for our patrons, Vanguard Theater Company continually seeks to improve and expand our access programs. In addition to our tour performances in connection with DREAM VTC, which seeks to bring theater to communities with limited access to live theater, we seek to add ASL interpretation to at least one performance of each of our mainstage productions, and at least one Sensory-Friendly Performance annually, to provide a safe, welcoming, and judgment-free environment for individuals with autism and their families. Our theater is ADA compliant, however the building in which we are situated requires walking up stairs to our second floor. We allow extra time for seating as needed.